

APL Logistics – Chicago Public
 715 Theodore Court
 Romeoville, Illinois 60446
 815-372-1963
 CC G050100 and CC G050200

PROGRESSIVE DISCIPLINE - ACTION TAKEN

- ☐ Verbal Warning
 ☐ Written Warning
 ☐ Written Warning with 1 Day Suspension
☒ Written Warning with 3 Day Suspension
 ☐ Suspension Pending Termination
 ☐ Discharge

Date(s) of Suspension: 5/16, 5/17, 5/18/2006

All disciplinary steps will remain a matter of your permanent work record.

Name of Employee: ERICA WILLIS

Date: 5/15/06

Building Location: 21 715 Theodore

Employee
ID Number: _____

Cost Center: 501

☐ Lateness

☐ Disobedience

☐ Housekeeping

☒ Conduct

☐ Carelessness

☐ Other: _____

☐ Absence

☐ Safety

☐ Attitude

☐ Sub-Standard Work

REMARKS:

ON Friday 5/12/06 You falsify Company document, By writing 735am on your Time Sheet. You must clock in and out everyday also in and out for lunch when leaving building.

EMPLOYEE ACKNOWLEDGMENT

Signature of
Employee: [Signature]

Date of
Notice: 5-15-06

(Only means received a copy, NOT agreement with this action)

Supervisor: Stephen B. McElrath

Please print name

[Signature]
Supervisor Signature

Date: 5/15/06

EXHIBIT

3

5-108 02

COST CENTER 501 - BUILDING 715 - Company 506

ACCOUNT	
0538	STEPAN
1253	U.S.P.S.
5923	BOSCH
6341	KANSAI
5872	KAWASAKI

NAME Erica Willis

DATE 5-8-06

EMPLOYEE ID # 115809

TOTAL HRS 85

SUPERVISOR Steve

PICKER HFS

WHSR HPS

REG

REG

O.T.

O.T.

START TIME

[illegible]

IF UNSURE OF ACCOUNT # CHECK WITH YOUR SUPERVISOR
YOU MUST CHANGE CUSTOMER ACCOUNT NUMBER

Cost Center 501 – Building 715

Account	
16923	Bosch
16941	Kansai
15872	Kawasaki
10838	Stapan
17193	Gillette Co.
16556	Turtle Wax
11253	U.S.P.S.

Name: Erica Willis

Date: 5-12-06

Employee ID #: 115809

Date: _____
Total Hrs: 7.75 *gml*

Supervisor: _____

Warehouse Hours
Regular: _____
Overtime: _____

Picker Hours
Regular: _____
Overtime: _____

Start Time: 735

[illegible]

If you are unsure of the account number check with your Supervisor
You must change customer account number

ON 5/15/06 we had meeting scheduled for APL employees. Erica was schedule at 730am. AT about 720am I started looking for Erica did NOT see her in the Breakroom were the time clock to swip in and out in. Located. AT 730am I went to the Back Office to see if she was there she was not. Bill Banks (GM.) was in the breakroom at 735am she was NOT there. She show up at the meeting at 750am. AFTER checking she was drop. OFF in the rear of the building NOT clocking in that morning

See copies of E-Time Report.

Stacy M. Thatt

ERICA

APL LOGISTICS
Punch Detail Report

Page 0001

05/08/06 -> 05/14/06

05/15/2006 1:12p

WILLIS, ERICA				115809	050127,01125303,700					
FUN	ACTIVITY	ID IN	DEPT	CUST	FUN	ACTIVITY	OUT	ID IN	DEPT	CUST
Mon 05/08	730a						400p*I			
				8.00						8.00
Tue 05/09	728a			8.00			400p*I			
										16.00
Wed 05/10	731a			7.98			400p			
										23.98
Thu 05/11	717a VACATION			8.00						
Fri 05/12	745a*L						400p			
				7.75						31.73
Sat 05/13	Unscheduled									
Sun 05/14	Unscheduled									
- Audit Suppressed -										
Acct:050127,01125303,700										
				REGULAR:	31.73	VACATION:	8.00	TOTALS:		39.73
Totals:				REGULAR:	31.73	VACATION:	8.00	TOTALS:		39.73

5/12

8.00

(8.00)

Punch Detail Report

Page 0003

05/12/06

05/15/2006 7:29a

05/15/2008 11:22
All accounts, pay rule Steve McElrath, all Timeclock groups

Summary Totals:

Acct: 050111, 01125303, 205

25.60

Acct:050111,01587203,105

6.40

Acct:050127,01587203,700

8.85

Grand Totals:

40.85

Number of Records : 8

steve 5-11

 WILLIS, ERICA 115809 050127,01125303,700
 ID IN DEPT CUST FUN ACTIVITY OUT ID IN DEPT CUST
 FUN ACTIVITY OUT TOTALS
 Thu 05/11 ABSENT
 (8.00)

 DAPL LOGISTICS
 Punch Detail Report

Page 0003

05/11/06

05/12/2006 10:39a

All accounts, pay rule Steve McElrath, all Timeclock groups

Summary Totals:

Acct:050111,01125303,205	REGULAR:	31.98	TOTALS:	31.98		
Acct:050111,01587203,205	REGULAR:	8.00	TOTALS:	8.00		
Acct:050127,01587203,700	REGULAR:	8.00	OVERTIME:	2.08	TOTALS:	10.08
Grand Totals:	REGULAR:	47.98	OVERTIME:	2.08	TOTALS:	50.06

 Number of Records : 8

steve 5-10

WILLIS, ERICA	115809	050127,01125303,700			
ID IN DEPT CUST	FUN ACTIVITY	OUT ID IN DEPT CUST			
FUN ACTIVITY	TOTALS				
Wed 05/10 731a		400p			
	7.98 7.98				
Acct:050127,01125303,700					
REGULAR:	7.98	TOTALS:	7.98		
Totals:	7.98	TOTALS:	7.98		

 DAPL LOGISTICS
 Punch Detail Report

Page 0003

05/10/06

05/11/2006 8:08a

All accounts, pay rule Steve McElrath, all Timeclock groups

Summary Totals:

Acct:050111,01125303,205	REGULAR:	23.84	TOTALS:	23.84		
Acct:050111,01587203,205	REGULAR:	8.00	TOTALS:	8.00		
Acct:050127,01125303,700	REGULAR:	7.98	TOTALS:	7.98		
Acct:050127,01587203,700	REGULAR:	8.00	OVERTIME:	1.03	TOTALS:	9.03
Grand Totals:	REGULAR:	47.82	OVERTIME:	1.03	TOTALS:	48.85

 Number of Records : 8

STEVE 5-9
 115809 050127,01125303,700
 WILLIS, ERICA FUN ACTIVITY OUT ID IN DEPT CUST
 ID IN DEPT CUST
 FUN ACTIVITY OUT TOTALS
 Tue 05/09 728a 8.00 8.00 400p*I
 Acct:050127,01125303,700
 REGULAR: 8.00 TOTALS: 8.00
 Totals: REGULAR: 8.00 TOTALS: 8.00

APL LOGISTICS
 Punch Detail Report

Page 0003

05/09/06

05/10/2006 9:12a

All accounts, pay rule Steve McElrath, all Timeclock groups

Summary Totals:

Acct:050111,01125303,205	REGULAR:	23.92	TOTALS:	23.92		
Acct:050111,01587203,205	REGULAR:	8.00	TOTALS:	8.00		
Acct:050127,01125303,700	REGULAR:	8.00	TOTALS:	8.00		
Acct:050127,01587203,700	REGULAR:	8.00	OVERTIME:	0.90	TOTALS:	8.90
Grand Totals:	REGULAR:	47.92	OVERTIME:	0.90	TOTALS:	48.82

Number of Records : 8

steve 5-8

Totals:	REGULAR:	7.93	TOTALS:	7.93
	REGULAR:	7.93	TOTALS:	7.93

WILLIS, ERICA	115809	050127,01125303,700		
ID IN DEPT CUST	FUN ACTIVITY	OUT ID IN DEPT CUST		
FUN ACTIVITY	TOTALS			
Mon 05/08 400p		*?		
	0.00 0.00			

DAPL LOGISTICS
Punch Detail Report

Page 0003

05/08/06

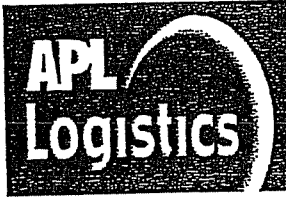
05/09/2006 9:26a

All accounts, pay rule Steve McElrath, all Timeclock groups

Summary Totals:

Acct:050111,01125303,205	REGULAR:	20.16	TOTALS:	20.16	
Acct:050111,01587203,205	REGULAR:	8.00	TOTALS:	8.00	
Acct:050111,01655603,105	REGULAR:	2.85	TOTALS:	2.85	
Acct:050111,01655603,205	REGULAR:	0.92	TOTALS:	0.92	
Acct:050127,01587203,700	REGULAR:	8.00	OVERTIME:	0.73	TOTALS: 8.73
Grand Totals:	REGULAR:	39.93	OVERTIME:	0.73	TOTALS: 40.66

Number of Records : 8



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 715 Theodore Court
 Romeoville, Illinois 60446
 815-372-1963
 CC G050100 and CC G050200

PROGRESSIVE DISCIPLINE - ACTION TAKEN

- ☐ Verbal Warning ☐ Written Warning ☐ Written Warning with 1 Day Suspension
☐ Written Warning with 3 Day Suspension ☒ Suspension Pending Termination ☐ Discharge

Date(s) of Suspension: 5/19/2006

All disciplinary steps will remain a matter of your permanent work record.

Name of Employee: Erica Willis

Date: 5/19/2006

Building Location: 715 Therodory Ct

Employee ID Number: _____

Cost Center: 501

____ Lateness

☒ Disobedience

____ Housekeeping

____ Conduct

____ Carelessness

____ Other: _____

____ Absence

____ Safety

☒ Attitude

____ Sub-Standard Work

REMARKS:

Insubordination. Not answering any work questions ask. Calling me a liar.

EMPLOYEE ACKNOWLEDGMENT

Signature of Employee: REFUSED TO SIGN
Mary M. Werner

Date of Notice: 5/22/06

(Only means received a copy, NOT agreement with this action)

Supervisor: Stephen B McErat

Please print name

Steph B McErat

Supervisor Signature

Date: 5/19/06

EXHIBIT

4

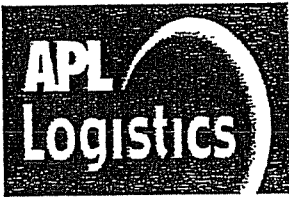
02 51-08

On 5/19/06 I ask Erica were there any loads that needed to be pick up, and IF so how many and IF she sent out the E-mail so they would be pick up, she did not answer me, I ask two (2) more times then she answered.

Ten min. later I ask how many Inbound load we had coming in. That day, once again I got no answer, I ask another three times she then grab the schedule book and gave me the answer.

I then ask her had she sent the E-mail out yet, no answer, I ask her what was wrong she told me that she was tired of me (Stephen McElreath) telling everyone about her suspension, I told her I said nothing to anyone why she was not at work, she then call me a liar. I told her Let's stop this now because she be insubordinate she kept it up at that time I told her to clock out and go home. She then told me she wanted to talk to Mary Werner

Stephen McElreath



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☐ Written Warning with 3 Day Suspension ☐ Suspension Pending Termination ☐ Discharge

Date(s) of Suspension: _____

All disciplinary steps will remain a matter of your permanent work record.

Name of Employee: _____

Date: 5/12/06

Building Location: 715 Theodore Ct.

Employee ID Number: _____

Cost Center: _____

____ Lateness

____ Disobedience

____ Housekeeping

____ Conduct

____ Carelessness

____ Other: _____

____ Absence

____ Safety

____ Attitude

☒ Sub-Standard Work

REMARKS:

NOT Following Proper work procedures.

EMPLOYEE ACKNOWLEDGMENT

Signature of Employee: _____

Date of Notice: 5-15-06

(Only means received a copy, NOT agreement with this action)

Supervisor: Stephen B. McElrath

Please print name

Stephen B. McElrath

Supervisor Signature

Date: 5/15/06

EXHIBIT

5

5-1-08 12

NOT Following Proper Procedures

When The Outbound Trailer is Loaded The CSR Takes The Scanner Places IT on The Cradle down Load order into Folder Print paperwork with all Label Number on That Load Then go The Inventory Screen Check all Labels Numbers making Sure all are IN our Inventory IF There NOT IN They must be placed in so all Shipping paperwork is correct. Then go on To The next Steps.

These Steps were not being complete, See Copies OF Paperwork, And E-mail From Customer

Step 1/2/3/4/5/6/7/8/9/10/11/12/13/14/15/16/17/18/19/20/21/22/23/24/25/26/27/28/29/30/31/32/33/34/35/36/37/38/39/40/41/42/43/44/45/46/47/48/49/50/51/52/53/54/55/56/57/58/59/60/61/62/63/64/65/66/67/68/69/70/71/72/73/74/75/76/77/78/79/80/81/82/83/84/85/86/87/88/89/90/91/92/93/94/95/96/97/98/99/100/101/102/103/104/105/106/107/108/109/110/111/112/113/114/115/116/117/118/119/120/121/122/123/124/125/126/127/128/129/130/131/132/133/134/135/136/137/138/139/140/141/142/143/144/145/146/147/148/149/150/151/152/153/154/155/156/157/158/159/160/161/162/163/164/165/166/167/168/169/170/171/172/173/174/175/176/177/178/179/180/181/182/183/184/185/186/187/188/189/190/191/192/193/194/195/196/197/198/199/200/201/202/203/204/205/206/207/208/209/210/211/212/213/214/215/216/217/218/219/220/221/222/223/224/225/226/227/228/229/230/231/232/233/234/235/236/237/238/239/240/241/242/243/244/245/246/247/248/249/250/251/252/253/254/255/256/257/258/259/260/261/262/263/264/265/266/267/268/269/270/271/272/273/274/275/276/277/278/279/280/281/282/283/284/285/286/287/288/289/290/291/292/293/294/295/296/297/298/299/300/301/302/303/304/305/306/307/308/309/310/311/312/313/314/315/316/317/318/319/320/321/322/323/324/325/326/327/328/329/330/331/332/333/334/335/336/337/338/339/340/341/342/343/344/345/346/347/348/349/350/351/352/353/354/355/356/357/358/359/360/361/362/363/364/365/366/367/368/369/370/371/372/373/374/375/376/377/378/379/380/381/382/383/384/385/386/387/388/389/390/391/392/393/394/395/396/397/398/399/400/401/402/403/404/405/406/407/408/409/410/411/412/413/414/415/416/417/418/419/420/421/422/423/424/425/426/427/428/429/430/431/432/433/434/435/436/437/438/439/440/441/442/443/444/445/446/447/448/449/450/451/452/453/454/455/456/457/458/459/460/461/462/463/464/465/466/467/468/469/470/471/472/473/474/475/476/477/478/479/480/481/482/483/484/485/486/487/488/489/490/491/492/493/494/495/496/497/498/499/500/501/502/503/504/505/506/507/508/509/510/511/512/513/514/515/516/517/518/519/520/521/522/523/524/525/526/527/528/529/530/531/532/533/534/535/536/537/538/539/540/541/542/543/544/545/546/547/548/549/550/551/552/553/554/555/556/557/558/559/560/561/562/563/564/565/566/567/568/569/570/571/572/573/574/575/576/577/578/579/580/581/582/583/584/585/586/587/588/589/590/591/592/593/594/595/596/597/598/599/600/601/602/603/604/605/606/607/608/609/610/611/612/613/614/615/616/617/618/619/620/621/622/623/624/625/626/627/628/629/630/631/632/633/634/635/636/637/638/639/640/641/642/643/644/645/646/647/648/649/650/651/652/653/654/655/656/657/658/659/660/661/662/663/664/665/666/667/668/669/670/671/672/673/674/675/676/677/678/679/680/681/682/683/684/685/686/687/688/689/690/691/692/693/694/695/696/697/698/699/700/701/702/703/704/705/706/707/708/709/710/711/712/713/714/715/716/717/718/719/720/721/722/723/724/725/726/727/728/729/730/731/732/733/734/735/736/737/738/739/740/741/742/743/744/745/746/747/748/749/750/751/752/753/754/755/756/757/758/759/760/761/762/763/764/765/766/767/768/769/770/771/772/773/774/775/776/777/778/779/780/781/782/783/784/785/786/787/788/789/790/791/792/793/794/795/796/797/798/799/800/801/802/803/804/805/806/807/808/809/810/811/812/813/814/815/816/817/818/819/820/821/822/823/824/825/826/827/828/829/830/831/832/833/834/835/836/837/838/839/840/841/842/843/844/845/846/847/848/849/850/851/852/853/854/855/856/857/858/859/860/861/862/863/864/865/866/867/868/869/870/871/872/873/874/875/876/877/878/879/880/881/882/883/884/885/886/887/888/889/890/891/892/893/894/895/896/897/898/899/900/901/902/903/904/905/906/907/908/909/910/911/912/913/914/915/916/917/918/919/920/921/922/923/924/925/926/927/928/929/930/931/932/933/934/935/936/937/938/939/940/941/942/943/944/945/946/947/948/949/950/951/952/953/954/955/956/957/958/959/960/961/962/963/964/965/966/967/968/969/970/971/972/973/974/975/976/977/978/979/980/981/982/983/984/985/986/987/988/989/990/991/992/993/994/995/996/997/998/999/1000/1001/1002/1003/1004/1005/1006/1007/1008/1009/1010/1011/1012/1013/1014/1015/1016/1017/1018/1019/1020/1021/1022/1023/1024/1025/1026/1027/1028/1029/1030/1031/1032/1033/1034/1035/1036/1037/1038/1039/1040/1041/1042/1043/1044/1045/1046/1047/1048/1049/1050/1051/1052/1053/1054/1055/1056/1057/1058/1059/1060/1061/1062/1063/1064/1065/1066/1067/1068/1069/1070/1071/1072/1073/1074/1075/1076/1077/1078/1079/1080/1081/1082/1083/1084/1085/1086/1087/1088/1089/1090/1091/1092/1093/1094/1095/1096/1097/1098/1099/1100/1101/1102/1103/1104/1105/1106/1107/1108/1109/1110/1111/1112/1113/1114/1115/1116/1117/1118/1119/1120/1121/1122/1123/1124/1125/1126/1127/1128/1129/1130/1131/1132/1133/1134/1135/1136/1137/1138/1139/1140/1141/1142/1143/1144/1145/1146/1147/1148/1149/1150/1151/1152/1153/1154/1155/1156/1157/1158/1159/1160/1161/1162/1163/1164/1165/1166/1167/1168/1169/1170/1171/1172/1173/1174/1175/1176/1177/1178/1179/1180/1181/1182/1183/1184/1185/1186/1187/1188/1189/1190/1191/1192/1193/1194/1195/1196/1197/1198/1199/1200/1201/1202/1203/1204/1205/1206/1207/1208/1209/1210/1211/1212/1213/1214/1215/1216/1217/1218/1219/1220/1221/12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ier: EAGL

RECEIVED, subject to the classifications and tariffs in effect on the date of the issue of this Bill of Lading at

The property described below, in apparent good order, except as noted (contents and conditions of packages unknown), marked, consigned, and destined as indicated below, which said carrier, the cord carrier being understood throughout this contract as meaning any person or corporation in possession of the property under contract, agrees to carry to its usual place of delivery at said destination, if on its route, otherwise to deliver to other carrier on the route to said destination it is mutually agreed, as to each carrier of all or any of said property over all or any portion of said route to destination and as to each party at any time interested in all or any of said property, that every service to be performed hereunder shall be subject to all the terms and conditions of the uniform Domestic Straight Bill of Lading set forth (1) in official Freight Classifications in effect on the date hereof, if this is a rail or rail-water shipment or (2) in the applicable motor carrier classification or tariff if this is a motor shipment.

Shipper hereby certifies that he is familiar with all the terms and conditions of the said bill of lading, including those on the back thereof set forth in the classification or tariff which governs the transportation of this shipment and the said terms and conditions are hereby agreed to by shipper and accepted for himself and this assigns.

Consigned to: CHICAGO MTEC

Deliver To Address: 850 S VETERANS PKWY STE A
BOLINGBROOK IL 60440-4816

Phone: (630)-679-1749 Fax: ()-

Trailer: 72MTE683

SV Trailer ID:

Route: 604GK

Trip: EXTRA

BOL Comments:

Order #	Line #	Eirs	Description	Qty	Pallet	Weight	Exception
00 06177	1	74E	TRAY, PLASTIC, EXT MM, USED	48	48	4442	01

O.D. Charge to be paid by Shipper..... Consignee.....

Subject to Section 7 of Conditions of applicable bill of lading, if this shipment is to be delivered the consignee without recourse of the consignor shall sign the following statement:

The carrier shall not make delivery of this shipment without payment of freight and all other lawful charges.

(Signature of Consignee)

Charges are to be prepaid, write or stamp here, "To be Prepaid".

Received \$ _____ to apply in prepayment of charges on the property described hereon.

Agent Or Cashier: Per

(The signature here acknowledges only the amount prepaid)

Charges Advanced: \$

Shipper's imprint in lieu of stamp; not a part of Bill of Lading approved by the Interstate Commerce Commission.

NOTE: Where the rate is dependent value, shipper's are required to state specifically in writing the agreed or declared value of the property. The agreed or declared value of the property is thereby specifically stated by the shipper to be not exceeding.

Shipper is to certify that the above named articles are properly classified, described, packaged, marked, labeled, and are in proper condition for transportation according to the applicable regulations of the Department of "transportation."

+The fiber boxes used for this shipment conform to the specifications set forth in the box maker's certificate thereon, and all other requirements of the Consolidated

Shipper, Per

Agent, Per

**/O=NOL-APL/OU=SECOND ADMINISTRATIVE
GROUP/CN=RECIPIENTS/CN=SMCEL RAT**

From: Booth, Gary E - Washington, DC [gary.e.booth@usps.gov]
Sent: Tuesday, May 09, 2006 1:21 PM
To: Banks, William B; Vance, Jerry R; McElrath, Stephen B
Subject: FW: Please help me to understand
Importance: High
Attachments: SCAN00~1.pdf

Try opening this one.

——Original Message——

From: Booth, Gary E - Washington, DC
Sent: Monday, May 08, 2006 1:28 PM
To: Banks, William B; Vance, Jerry R; 'McElrath, Stephen B'
Cc: Cebulski, Robert F - Bloomingdale, IL
Subject: FW: Please help me to understand
Importance: High

Gentlemen,

Please review the attached Pick Short Report. It indicates that you have failed to ship the proper quantities of palletized MTE. Can you explain? Shipping short creates inventory discrepancies. I don't want to get into a situation where you cannot fill orders because of inventory irregularities. If you had insufficient inventory I might be able to understand some irregularities, but it is obvious that you have sufficient inventory and someone is simply failing to follow shipping instructions. As long as you have sufficient inventory I expect every order directed to APL to be properly filled unless you have requested a deviation from either Elin or myself and we have communicated this to Bob!

Questions???

Gary

——Original Message——

From: Jeschelnik, Elin F - Washington, DC
Sent: Monday, May 08, 2006 11:55 AM
To: Booth, Gary E - Washington, DC
Subject: FW: Please help me to understand
Importance: High

Gary - see attached - do you know why 60WAR is short shipping? Elin

——Original Message——

From: Cebulski, Robert F - Bloomingdale, IL
Sent: Friday, April 28, 2006 1:44 PM
To: Jeschelnik, Elin F - Washington, DC

5/24/2006

Subject: Please help me to understand
Importance: High

I do not understand

5/24/2006

United States Postal Service
Mail Transport Equipment Support System (MTESS)
Pick Short Report

Page No: 1

Report Id: R00111
Run Date: 04/28/2006 12:36:40

Order No	Required Date	Plant	Origin Nass	Dest Nass	Elrs	Ord Qty	Pick Qty	Exception Code
0001708150	04/17/2006	60	60WAR	75MTE	01V	104	76	01
0001708399	04/15/2006	60	60WAR	60MTE	65P	2	0	
0001708400	04/15/2006	60	60WAR	60MTE	65P	2	0	
0001708403	04/15/2006	60	60WAR	60MTE	75E	50	47	01
0001708403	04/15/2006	60	60WAR	60MTE	65P	2	0	
0001708404	04/15/2006	60	60WAR	60MTE	75E	50	45	01
0001708404	04/15/2006	60	60WAR	60MTE	65P	2	0	
0001708405	04/15/2006	60	60WAR	60MTE	75E	50	42	01
0001708405	04/15/2006	60	60WAR	60MTE	65P	2	0	
0001708406	04/15/2006	60	60WAR	60MTE	75E	50	48	01
0001708406	04/15/2006	60	60WAR	60MTE	65P	2	0	
0001708408	04/15/2006	60	60WAR	60MTE	75E	50	22	01
0001708408	04/15/2006	60	60WAR	60MTE	65P	2	0	
0001708409	04/15/2006	60	60WAR	60MTE	75E	50	0	01
0001708409	04/15/2006	60	60WAR	60MTE	65P	2	0	
0001708410	04/15/2006	60	60WAR	60MTE	75E	50	23	01
0001708410	04/15/2006	60	60WAR	60MTE	65P	2	0	
0001708412	04/15/2006	60	60WAR	60MTE	65P	26	25	01
0001708413	04/15/2006	60	60WAR	60MTE	65P	16	0	1
0001708415	04/15/2006	60	60WAR	60MTE	65P	52	48	01
0001708416	04/15/2006	60	60WAR	60MTE	74E	52	48	01
0001708417	04/15/2006	60	60WAR	60MTE	74E	52	48	01
0001708418	04/15/2006	60	60WAR	60MTE	74E	52	48	01
0001708421	04/15/2006	60	60WAR	60MTE	74E	52	38	01
0001708422	04/15/2006	60	60WAR	60MTE	74E	52	44	01
0001710068	04/18/2006	60	60WAR	55MTE	74E	52	48	01
0001710070	04/18/2006	60	60WAR	55MTE	74E	52	50	01
0001710210	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710211	04/18/2006	60	60WAR	60MTE	74E	52	46	01
0001710212	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710213	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710214	04/18/2006	60	60WAR	60MTE	74E	52	48	01

Please help me to understand.

**United States Postal Service
Mail Transport Equipment Support System (MTESS)
Pick Short Report**

Page No: 2

Report Id: RPSP

Run Date: 04/28/2006 12:36:40

Order No	Required Date	Plant	Origin Nass	Dest Nass	Elrs	Ord Qty	Pick Qty	Exception Code
0001710215	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710216	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710217	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710218	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710219	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710247	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710248	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710249	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710250	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710251	04/18/2006	60	60WAR	60MTE	74E	52	48	01
0001710252	04/18/2006	60	60WAR	60MTE	74E	52	47	01
0001710337	04/18/2006	60	60WAR	60MTE	74E	52	47	01
0001710341	04/18/2006	60	60WAR	60MTE	75H	52	44	01
0001710342	04/18/2006	60	60WAR	60MTE	75E	52	42	01
0001710343	04/18/2006	60	60WAR	60MTE	75E	52	50	01
0001710344	04/18/2006	60	60WAR	60MTE	75E	52	50	01
0001710345	04/18/2006	60	60WAR	60MTE	75E	52	40	01
0001710346	04/18/2006	60	60WAR	60MTE	75E	52	48	01
0001710347	04/18/2006	60	60WAR	60MTE	75E	52	49	01
0001710348	04/18/2006	60	60WAR	60MTE	75E	52	47	01
0001713353	04/20/2006	60	60WAR	75MTE	01V	104	85	1
0001717915	04/24/2006	60	60WAR	75MTE	01V	104	95	01
0001721402	04/27/2006	60	60WAR	60MTE	61P	10	0	01
0001721404	04/28/2006	60	60WAR	60MTE	65P	24	22	01
0001721405	04/28/2006	60	60WAR	60MTE	65P	24	18	01
0001722915	04/27/2006	60	60WAR	75MTE	01V	104	98	01

Still in inventory

Still in inventory

Still in inventory



APL Logistics will not tolerate sexual harassment of, or by, its employees, vendors, or customers. Your full support and cooperation for the spirit and intent of this policy is expected.

Sexual harassment is a form of unlawful discrimination. Sexual harassment is unwelcome sexual or sex-based behavior, including behavior that creates a hostile or abusive work environment.

Specific actions that can be considered sexual harassment include inappropriate verbal or physical conduct such as, but not limited to, the following:

- *Demanding sexual favors with an implied or overt threat concerning the terms or conditions of someone's employment;*
- *Unwelcome sexual flirtations, advances or propositions;*
- *Verbal comments, including joking or teasing about someone's body, clothing or sexual activities;*
- *Display of sexually suggestive objects, pictures or messages;*
- *Unwelcome physical contact including touching, patting, squeezing, or cornering;*
- *Repeated demeaning of a person or persons on the basis of gender;*
- *Any retaliation against persons complaining about the behavior cited above or similar behavior.*

Sexual harassment negatively impacts the work environment and infringes on individual's employment opportunity. If you or others wish to voice a concern or bring a complaint of sexual harassment, please contact any one of the following: your supervisor; your supervisor's manager; or the Director of Employee Relations in Jacksonville.

Any complaint of sexual harassment will be taken very seriously and investigated promptly. Confidential information will be protected to the greatest extent possible. The investigation will be conducted so as to assure that both the complainant and the accused have an opportunity to be heard.

Individuals found to be in violation of the rights of others through acts of harassment, particularly sexual harassment, will be subject to disciplinary action up to and including termination. Retaliation against complainants or witnesses is strictly prohibited.



EXHIBIT D

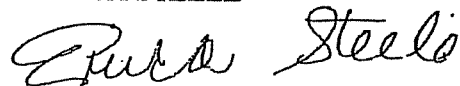
EXHIBIT

tabbles

6
CZ 51-08

ON MAY 22, 2006, I ARRIVED AT APL LOGISTICS TO START MY WORK DAY I SWIPE IN AND THEN HEAD TO MY OFFICE. STEPHEN MCEL RATH COMES UP TO ME AND SAYS "DID ANYONE NOTIFIED YOU, YOU ARE NOT SUPPOSE TO BE HERE, HEAD TO MARY'S OFFICE. ME AND STEPHEN GOES TO MARY'S OFFICE AND SITS DOWN. MARY IS LOOKING AT BOTH OF US LIKE CAN I HELP YOU. I SAID I DON'T KNOW WHAT'S GOING ON. STEPHEN SAYS "DID BILL BANKS CALL YOU". MARY RESPONDED WITH NO. STEPHEN CONTACTS BILL BANKS ON THE NEXTEL AND THEN WALKS OUT OF MARY'S OFFICE. IN FRONT OF OTHER EMPLOYEES, {FRONT OFFICE STAFF} HE SAYS BILL IS ERICA SUPPOSED TO BE HERE! BILL BANKS RESPONDED NO SHE IS SUSPENED PENDING TERMINATION! STEPHEN COMES BACK INTO MARY'S OFFICE, SITS DOWN AND SAYS "I AM SUSPENDING HER. MARY SAYS FOR WHAT. STEPHEN SAYS INSUBORDINATION. MARY SAYS DO YOU HAVE ANYTHING IN WRITING OR TO GIVE TO HER. STEPHEN SAYS I HAVE TO GO TO MY OFFICE, I WILL BE BACK. MARY SAY'S I DON'T KNOW WHY HE DID NOT GIVE YOU SOMETHING FRIDAY. I SAID HE JUST DOING THIS BECAUSE I TOLD ABOUT HIS SEXUAL HARASSMENTS. SHE SAYS YOU KNOW WHAT WE TALK ABOUT IN JANUARY, WAS THAT ABOUT MICHELLE GETTING HERE JOB BACK. I SAID IT WAS ABOUT STEPHEN SEXUAL HARASSMENT, AND JERRY VANCE TRYING TO MAKE ME DO TIME SHEET. MICHELLE NAME DID COME UP BECAUSE STEPHEN WAS PROMISING HERE A PERMANENT POSITION FOR MONEY. ALSO LAURA KHAN NAME WAS MENTION. SHE WAS ALSO SEXUALLY HARASSED BY STEPHEN. ALSO MICHELLE BOWIE WAS ALSO HARASSED STEPHEN MCEL RATH. THERE ARE AT LEAST 3 MORE LADY'S THAT WERE ALSO SEXUALLY HARASSED BY STEPHEN MCEL RATH. THIS CONVERSATION WAS TOLD TO MARY WERNER BACK IN JANUARY 2006. STEPHEN COMES BACK INTO MARY'S OFFICE WITH A DISCIPLINE SHEET SAYING I CALLED HIM A LIAR. HE GIVES ME AND MARY A COPY, AND THEN TELLS ME TO SIGN. I REFUSED BECAUSE I DID NOT CALL HIM A LIAR, AND WHY WASN'T IT GIVEN TO ME FRIDAY WHEN IT SUPPOSELY HAPPEN. I SAID I'M NOT SIGNING ANTHING ELSE, AND IF THAT'S ALL I WILL BE LEAVING NOW. MARY AND STEPHEN SAYS THAT'S IT. SO I WALK TO THE LOBBY TO WAIT FOR A RIDE. I CAME TO MARY'S OFFICE TO ASK HER FOR AN EMPLOYEE POLICY HAND BOOK, MARY RESPONSE WAS I HAVE NOT SEEN ONE SINCE I HAVE BEEN WORKING HERE. SUPERVISOR TOM BROOKS WAS IN MARY'S OFFICE, HE ALSO RESPONDED, ME EITHER.

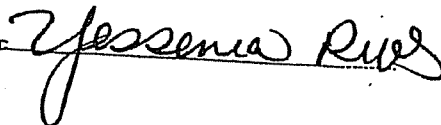
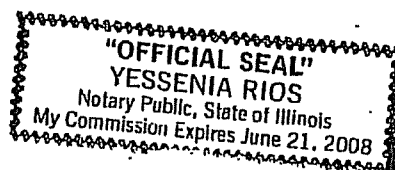
ERICA STEELE



5-22-2006

Subscribed and sworn to before me
this 22 day of May 2006
at Romeoville, County of Will, State of Illinois.

Notary Public

EXHIBIT

7

CZ 5-1-08

ATTN LISA

(815) 748-5572

On May 19, 2006 approximately 9:15 am Steven McElrath and I got into a verbal altercation. I ask Steve to stop telling others staff members about my suspension. He then denied it. I responded with, I think I need to go talk to Mary Werner concerning this matter. His response was for me go home. He picks up the phone and calls Mary. He tells her that he told me to go home. I get up there to Mary's office, I explained to her that Steve is going around telling others workers about my suspensions, "saying I lied about my time on my time-sheet". I also told her that I think he is retaliating against me because of the conversation that myself and she had about his sexual harassment behavior back in Jan 2006. She explained to me that General Manager Bill Banks gave me a three day suspension because he very upset because I was late coming to a meeting. I proceed to tell her that I was tired of Steve, Bill, and Jerry always talking down to me, and that I HAVE MY RIGHTS! Mary told me I shouldn't have been suspended for 3 days. She told me I probably should have gotten written up or even a one day suspension. I did give her a copy of my discrimination claim and -she responded, "I appreciate you giving me a heads up on what's going on.." She read it and said "Okay, thank you and good luck." I told her Steve told me to go home, and I left her office. I did go back to my office and I told Celeste Gamble and Michelle Lewis about the altercation between me and Steve, and that he told me to go home. So I left and went home.

Erica Willis-Steele

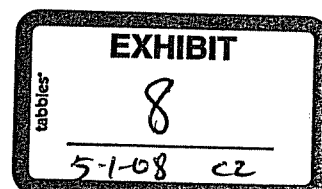
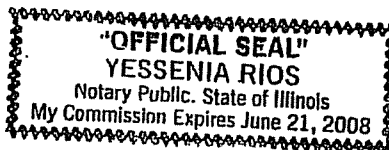
Erica Steele

Subscribed and sworn to before me

this 19 day of May 2006
at Romeoville, County of Will, State of Illinois,

Notary Public

Yessenia Rios



I, Laura Khan, Am Writing this letter in my full senses and conscience. I (Laura Khan) Ex Employee of APL Logistics Started Working for APL Logistics Recruited by Spherion as a Temp Employee. While I was working there, postal supervisor name Stephen Mc Larth. He constantly asked me for money. He also made sexual harassment remarks. Such as asking me would I ever consider of having sex with him. He promised me a permanent position at APL if I was willing to have sex with him. When I refused the offer very soon I was Fired From APL for no appropriate reason. I was never ever given a verbal or a written warning before I was terminated. He always made sarcastic comments on my body. I was also being discriminated by Jerry Vance and also the general manger Mr Banks. In my opinion to the higher authorities with all the respect, the whole management needs to be changed. Not even me but other Girls working at APL were or are facing the same problem. And when we bring it to the of the management the complainer loses their job. I have decided to step up and bring it to the attention to whom ever it may concern to take possible actions to stop this kind of discrimination against the females working at APL.

Thank you
Laura khan

Laura Khan

Subscribed and sworn to before me:

on 20 day of July 2008
at Bolingbrook, County of Will, State of Illinois.

Notary Public

